

Pre-Layoff Assistance

PROGRAM DESCRIPTION

Even during robust economic times, layoffs, downsizing and restructuring continue to occur as businesses adjust to an ever-changing American workforce. The Department of Workforce Services (DWS) provides assistance to both employers and workers to manage these changes and lessen the impact to workers and communities. Through the DWS Dislocated Worker Unit (DWU), services are made available to assist you in transitioning your workers.

HOW CAN DWS HELP?

If you are laying off or anticipating a business closure or mass layoff, DWS can provide your company with services that can help you in meeting your business needs while recognizing the needs of your workers and the community.

Special Circumstances: If you are laying off workers due to a direct or indirect import competition or because you plan to shift production outside this country, individualized assistance may be available to help your workers through the Trade Adjustment Assistance (TAA) program. Employers under these special circumstances may file a TAA petition on behalf of their workers. This assistance is at no cost to you and could provide your workers with valuable retraining opportunities.

MEETING GOVERNMENTAL REPORTING REQUIREMENTS

Under certain conditions, the Worker Adjustment and Retraining Notification (WARN) Act requires employers to give their workers 60-days notice before a plant closure or mass layoff. All employers are encouraged to provide notice to the DWS Dislocated Worker Unit as quickly as possible. If you are an employer facing the prospect of a layoff, contact the DWU immediately to find out more information on notice requirements.

DWS SERVICES AVAILABLE TO EMPLOYERS

DWS provides an array of services including information on the following topics.

Worker Adjustment Retraining Notification (WARN) Act:

- Governmental requirements
- Rapid Response services

Rapid Response Services:

- Customized on-site intervention seminars
- Filing for unemployment insurance benefits
- Effectively using DWS self-direct services through jobs.utah.gov
- Employment center and other reemployment services
- COBRA and other health insurance options
- Labor market information
- Financial planning including protecting your 401(k)
- Planning an effective job search
- Resumes used in today's labor market
- Applications and interviewing techniques
- Job search materials and technical assistance in setting up an on-site transition center

Trade Adjustment Assistance:

- Petitions
- Rapid Response services
- Customized on-site intervention seminars

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CONTACT INFORMATION

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Auxiliary aids and services are available upon request to individuals with disabilities. Call (801) 526-9240. Individuals with speech and/or hearing impairments may call the state relay by dialing 711. Spanish Relay Utah: 1-888-346-3162.